

# Comparisons of Job Characteristics

**Focus Occupation:** Human Resources Specialists (13-1071)

**Associated Occupation:** Industrial-Organizational Psychologists (19-3032)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 79

**Focus Occupation:** Human Resources Specialists (13-1071)

**Associated Occupation:** Industrial-Organizational Psychologists (19-3032)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Personnel and Human Resources	5.6	23.1	18.7	<<	Extensive education and/or training may be required
Psychology	6.4	21.5	8.8	<<	Extensive education and/or training may be required
Education and Training	9.2	19.6	9.6	<<	Extensive education and/or training may be required
English Language	11.2	18.4	16.2	<	Expanded education and/or training may be required
Mathematics	9.2	16.9	7.3	<<	Extensive education and/or training may be required
Sociology and Anthropology	4.1	12.9	5.9	<<	Extensive education and/or training may be required
Administration and Management	8.4	11.6	12.1	0	Current knowledge level may be sufficient
Law and Government	5.9	10.6	9.4	<	Expanded education and/or training may be required
Communications and Media	5.3	10.5	8.9	<	Expanded education and/or training may be required
Therapy and Counseling	3.8	9.5	4.8	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 86

**Focus Occupation:** Human Resources Specialists (13-1071)

**Associated Occupation:** Industrial-Organizational Psychologists (19-3032)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Critical Thinking	10.8	14.8	10.8	<<	Extensive development of skills in this area may be required
Writing	9.2	14.6	12.0	<	A higher skill level may be required
Judgment and Decision Making	9.4	14.1	10.0	<<	Extensive development of skills in this area may be required
Social Perceptiveness	9.1	13.6	11.6	<	A higher skill level may be required
Systems Evaluation	6.4	13.3	6.8	<<	Extensive development of skills in this area may be required
Complex Problem Solving	9.1	13.2	8.9	<<	Extensive development of skills in this area may be required
Management of Personnel Resources	6.9	12.4	9.1	<<	Extensive development of skills in this area may be required
Systems Analysis	6.5	12.3	7.6	<<	Extensive development of skills in this area may be required
Mathematics	6.2	12.0	5.1	<<	Extensive development of skills in this area may be required
Science	4.5	12.0	5.8	<<	Extensive development of skills in this area may be required
Learning Strategies	7.2	11.8	7.7	<<	Extensive development of skills in this area may be required
Programming	2.2	9.4	2.0	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 94			
Focus Occupation: Human Resources Specialists (13-1071) Associated Occupation: Industrial-Organizational Psychologists (19-3032)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	15.7	14.8	0	Current ability level may be sufficient
Oral Comprehension	12.5	15.4	14.9	0	Current ability level may be sufficient
Written Comprehension	11.0	15.4	13.4	<	Some improvement in abilities may be required
Written Expression	9.8	15.4	12.9	<	Some improvement in abilities may be required
Deductive Reasoning	10.6	14.4	10.4	<<	Extensive improvement in abilities may be required
Inductive Reasoning	10.2	13.2	11.1	<	Some improvement in abilities may be required
Speech Clarity	10.2	13.0	13.0	0	Current ability level may be sufficient
Information Ordering	9.9	12.3	8.9	<<	Extensive improvement in abilities may be required
Fluency of Ideas	7.6	11.9	7.2	<<	Extensive improvement in abilities may be required
Originality	7.6	11.9	7.2	<<	Extensive improvement in abilities may be required
Category Flexibility	9.0	11.6	8.9	<<	Extensive improvement in abilities may be required

Mathematical Reasoning	6.3	11.6	5.6	<<	Extensive improvement in abilities may be required
Number Facility	6.3	10.1	5.7	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 73

**Focus Occupation: Human Resources Specialists (13-1071)**

**Associated Occupation: Industrial-Organizational Psychologists (19-3032)**

Work Activities	Exclusivity of Activity
Assess staff or applicant skill levels	84
Compile information through interviews	68
Consult with managerial or supervisory personnel	60
Establish recruiting procedures	95
Make presentations	13
Obtain information from individuals	24
Understand government labor or employment regulations	87
Use computers to enter, access or retrieve data	3
Use interviewing procedures	23
Use knowledge of investigation techniques	16
Use psychological assessment tools	82
Use public speaking techniques	13

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 83

**Focus Occupation: Human Resources Specialists (13-1071)**

**Associated Occupation: Industrial-Organizational Psychologists (19-3032)**

Tools and Technologies	Exclusivity
Business function specific software	1
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Industry specific software	1
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.